



THERMIA

CODE OF CONDUCT
FOR SUPPLIERS



INTRODUCTION

Thermia has a strong commitment to economic, environmental and socially sustainable development.

Our suppliers play an important role in our sustainability work and we strongly believe that it is in the mutual interest of both Thermia and our suppliers to meet the present and future requirements of markets and society.

Thermia Code of Conduct for Suppliers is based on the UN Global Compact's ten principles and ILO fundamental Conventions and expresses the expectations that we hold for our suppliers.

COMPLIANCE WITH LAWS

Thermia expects the supplier to operate in full compliance with all laws and regulations applicable to its business.

HUMAN RIGHTS

Thermia expects the supplier to support and respect the protection of international human rights in the sphere they can influence and ensure that their own company is not involved in human rights violations.



WORKING CONDITIONS

MODERN SLAVERY

The supplier must not engage in modern slavery related activities, such as using force, threats or deception to get a person to work; destroying or otherwise denying access to an employee's identity or immigration documents; charging employees recruitment fees; and failing to provide an employment contract.

ILO Convention 105.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

Thermia expects the supplier to respect the right of employees to freely associate and bargain collectively

ILO Convention 87 and 98.

CHILD LABOUR

The supplier must not engage in, or benefit from the use of child labour. Young Employees within the age of 15 – 18 years shall not be exposed to work that is likely to harm their physical or mental health, safety or morals.

ILO Convention 138 and 182.

NON-DISCRIMINATION

Thermia respects cultural differences and expects that the supplier do not practice discrimination at work based on race, religion, gender, age, nationality or sexual orientation. Supplier's employees must not be exposed to any physical punishment, threats of violence or physical, sexual, psychological or verbal harassment or maltreatment in the workplace or in work related situations.

ILO Convention 111.

WORKING HOURS AND WAGES

Supplier shall always respect and comply with applicable laws and collective bargaining agreements, if applicable, on working and resting hours, including overtime working hours, as well as annual, sick and parental leave and any other applicable leave regulations.

ILO convention 100.



ENVIRONMENT

Environmental considerations are an integral part of Thermia business practices. Thermia expects its suppliers to reduce the environmental footprint of their production, products and services throughout their entire life-cycle. The life cycle stages include acquisition of raw materials, design, production, transportation/delivery, use, end-of-life treatment and final disposal.

RESOURCE EFFICIENCY

The supplier shall use energy and resources efficient, and thrive for recyclable design and reduced material consumption. The supplier shall contribute to recycling and reuse of materials and products to the highest extent possible.

POLLUTION AND WASTE MANAGEMENT

The supplier shall avoid pollution and minimise waste of all types and ensure that air emissions, wastewater and solid waste generated from operations are, monitored, characterized, controlled and treated as required by law prior to discharge.

HAZARDOUS SUBSTANCES

The supplier shall ensure that chemicals and hazardous materials are handled, stored and disposed in an environmentally safe way.

SUSTAINABLE TECHNOLOGIES

Thermia expects the supplier to promote greater environmental responsibility, and encourage the development and use of sustainable technologies to reduce the environmental footprint.

QUALITY

Thermia's business ambition is to ensure quality at all levels in the value chain. Thermia expects the supplier to continuously improve their processes and deliver products with high quality to ensure sustainable products with a long lifetime.





BUSINESS ETHICS

ANTI-CORRUPTION

Corruption and bribery are recognized as barriers to sustainable development and free trade. Thermia expects the supplier to oppose all forms of corruption, including extortion and bribery.

INFORMATION PROTECTION

Thermia expects the supplier to handle sensitive information, including confidential, proprietary and personal information. The Supplier shall respect its employees' right to privacy when collecting or storing personal data in accordance with the GDPR regulation.

FAIR COMPETITION

Thermia expects the supplier to respect and comply with all applicable fair trade, competition and anti-trust laws and regulations. The supplier shall not have any anti-competitive discussions or enter into any anti-competitive agreements, including illegal price-fixing, market sharing, customer allocation or other illegal restrictive practices, at any level of the production or distribution chain.

CONFLICTS OF INTEREST

Thermia expect the supplier to do business in an open and transparent way in order to demonstrate that they are an honest and reliable partner.

TRADE COMPLIANCE

TRADE

The supplier must ensure that its business practices are obeying applicable laws and regulations governing the export, import and retransfer of products, components, software and technical data and assistance. The supplier shall provide truthful and correct information and is expected to adhere to applicable embargoes and sanctions aimed at maintaining or restoring peace and security.

CONFLICT MINERALS

Thermia expects the supplier to exercise reasonable due diligence concerning its use of conflict minerals and the source of these minerals.



As a condition of doing business with Thermia, we expect you as our supplier to comply with these requirements. It is Thermia's intention to maintain this Code in a spirit of constructive dialogue and in partnership, for the mutual benefit of both parties. Thermia expects that the supplier will, upon receiving reasonable notice, give access to relevant documentation to verify compliance with the Code of Conduct. Failure to comply with Thermia Code of Conduct for Suppliers is considered a material breach of contract.

For general questions or comments on the Code of Conduct, the Supplier may contact his procurement contact at Thermia.

The supplier hereby declares that he has read and understood Thermia Code of conduct for Suppliers and will comply with the obligations in accordance with this code.

SUPPLIER

DATE

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SIGNATURE

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NAME

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TITLE

